

Er22 revised

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NEGOTIATIONS

ONE OF THE QUESTIONS WE ALWAYS GET IS WHAT CAN THE UNION DO FOR ME? WE KNOW THE UNION WILL COST A LOT BUT IS IT WORTH IT? ~~IS IT LIKE MAKING AN INVESTMENT IN THE 401(K) WHERE MY MONEY GOES UP OR WHAT?~~

TODAY, WE WANT TO ANSWER THAT QUESTION AS BEST WE CAN AND WE HOPE YOU WILL HAVE QUESTIONS AFTER OUR PRESENTATION, SO HERE GOES.

**[FIRST OVERHEAD]**

WHAT DOES A UNION WIN IF IT WINS AN ELECTION? IT WINS THE RIGHT TO NEGOTIATE. THAT IS THE ONLY THING IT WINS SO ITS REALLY IMPORTANT TO UNDERSTAND EXACTLY WHAT NEGOTIATIONS ARE ALL ABOUT. NEGOTIATIONS ARE A GIVE AND TAKE PROCESS.

LET'S BE MORE SPECIFIC.

WHAT WOULD BE IMPORTANT TO LOCAL 1288?

**[SECOND OVERHEAD]**

FIRST OF ALL - UNION SECURITY. THE UNION NEEDS THIS SO EVERYONE HAS TO PAY DUES AND FEES. BUT THE UNION DOESN'T WANT TO GO AROUND EACH MONTH ASKING FOR MONEY, SO THEY ALSO WANT A

CHECK-OFF CLAUSE.

WHAT'S THAT? THE UNION WANTS US TO AUTOMATICALLY TAKE FROM YOUR PAYCHECK WHAT YOU OWE EACH MONTH AND SEND THEM ONE BIG CHECK. LOCAL 1288 HAS THAT IN ITS ZACKY'S CONTRACT, FOR EXAMPLE.

**[THIRD OVERHEAD]**

WHAT WOULD THE COMPANY WANT? A STRONG MANAGEMENT RIGHTS CLAUSE WHICH CLEARLY STATES OUR RIGHT TO RUN THE BUSINESS AS WE DEEM FIT, FOR ONE THING. WE WOULD ALSO WANT A NO-STRIKE CLAUSE TO AVOID BUSINESS DISRUPTIONS DURING THE CONTRACT PERIOD TO ENSURE A CONTINUOUS SUPPLY OF PRODUCT TO OUR CUSTOMERS.

ANYWAY, BOTH SIDES HAVE IMPORTANT AND NOT SO IMPORTANT ISSUES AND THEY BEGIN TO HORSE TRADE THEM.

**[FOURTH OVERHEAD]**

WHAT ABOUT EXISTING BENEFITS? ALL THE BENEFITS WE REVIEWED WITH YOU ON THURSDAY GO ON THE TABLE. SOME COULD UNDOUBTABLY STAY THE SAME BUT OTHERS MIGHT CHANGE. AND WHEN THEY DO CHANGE, IT COULD BE FOR BETTER OR WORSE.

FOR EXAMPLE, WE WERE TOLD THAT AFTER THE UNION GOT INTO FOSTER FARMS AT FRESNO, THE EMPLOYEES TOOK A .10 CENT PAY CUT. DOES THAT ALWAYS HAPPEN?

NO. IT IS JUST A POSSIBILITY.

**[FIFTH OVERHEAD]**

BUT REMEMBER THAT NO LAW GUARANTEES YOUR CURRENT RATE OF PAY OR BENEFITS, EVERYTHING, INCLUDING EVERYTHING YOU NOW HAVE, IS NEGOTIABLE. NOTHING IS GUARANTEED.

AND WHAT YOU CURRENTLY HAVE IS VERY GOOD.

**[SIXTH OVERHEAD]**

~~(INSERT SOME PAY & BENEFIT COMPARISONS FROM~~  
~~LOCAL 1288 CONTRACTS.)~~

~~[ALSO INSERT SOME NATIONAL AVERAGES]~~

AND REMEMBER, TOO, THAT YOU DO NOT HAVE TO PAY UNION DUES OR RISK LOOSING PAY DURING A STRIKE LIKE THE 1288 STRIKERS AT FOSTER FARMS, AND ZACKY.

**[SEVENTH OVERHEAD]**

SO HERE'S THE KEY POINTS.

- (1) EVERYTHING IS NEGOTIABLE;
- (2) THE END RESULT IS UNCERTAIN;
- (3) YOU CAN GAIN OR LOSE OR REMAIN THE SAME;

**[EIGHTH OVERHEAD]**

(4) BUT YOU RISK POTENTIAL STRIKES;

AND

(5) WIND UP PAYING DUES NO MATTER HOW HAPPY OR SAD YOU ARE

THAT'S THE REALITY OF LIFE WITH A UNION. WE THINK ITS A BAD INVESTMENT; A BIG CHANCE TO TAKE AND OVERALL BAD IDEA.

**[NINTH OVERHEAD]**

ITS WHY EVERYONE SHOULD VOTE NO.

WHAT CAN THE UNION DO  
FOR ME ?

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NEGOTIATE . . .

**¿QUE PUEDE HACER LA UNION  
POR MI?**

**NEGOCIAR . . .**

THE UNION WANTS:

UNION SHOP

CHECK-OFF

STEWARDS AND

??????

LA UNION QUIERE:

TALLER DE LA UNION  
"UNION SHOP"

DEDUCCIONES AUTOMÁTICAS  
"CHECK-OFF"

MAYORDOMOS Y

??????

**RUIZ WANTS:**

**MANAGEMENT RIGHTS**

**NO STRIKE CLAUSE FOR CONTRACT TERM**



**RUIZ QUIERE:**

**DERECHOS DE MANEJO**

**NO CLÁUSULA DE HUELGA POR EL  
TERMINO DEL CONTRATO**

# EXISTING BENEFITS

* COMPETITIVE WAGES	* MEDICAL INSURANCE
* VACATION PAY	* DENTAL INSURANCE
* PAID HOLIDAYS	* VISION CARE
* QUARTERLY BONUS	* PRESCRIPTION DRUG PLAN
* LIFE INSURANCE	* ESOP
* 401(K)	* EMPLOYEE ASSISTANCE PROGRAM
* PREMIUM PAY	* RUI Z STORE
* TUITION REIMBURSEMENT	* AND MUCH MORE...

WHAT YOU RISK LOSING!!

## BENEFICIOS EXISTENTES

* SALARIOS COMPETITIVOS	*	SEGURO MEDICO
* VACACIONES PAGADAS	*	SEGURO DENTAL
* DÍAS FERIADOS PAGADOS	*	SEGURO PARA LA VISIÓN (VISION CARE)
* BONO TRIMESTRAL	*	MEDICINAS
* SEGURO DE VIDA	*	401(K) - PLAN DE RETIRO
* ESOP	*	PAGOS EXTRAS
* PROGRAMA DE	*	TIENDA DE RUIZ
ASISTENCIA A LOS	*	REEMBOLSO POR
EMPLEADOS		EDUCACIÓN
* Y MUCHOS MAS ...		

¡¡ LO QUE USTEDES ARRIESGAN A PERDER !!!

**NOTHING IS GUARANTEED!!!**

**¡¡NADA ESTA GARANTIZADO!!!**

## IN SUMMARY ...

- (1) EVERYTHING IS NEGOTIABLE
- (2) AND IS UNCERTAIN
- (3) WIN, LOSE OR REMAIN THE SAME  
BUT ...

CONCLUYENDO ...

CS

(1) TODO ~~DE~~ NEGOCIABLE

(2) Y NO ES SEGURO

(3) GANAR, PERDER O PERMANECER  
A COMO ESTÁN PERO ...

RISK POTENTIAL STRIKES

PAY DUES NO MATTER WHAT!!!



ARRIESGAR LA POSIBILIDAD DE  
HUELGAS.

¡¡PAGAR CUOTAS SIN IMPORTAR NADA  
DE LO QUE PASE!!

**DO YOU WANT TO BE REPRESENTED BY THE UNION?**  
**¿QUIERE SER REPRESENTADO POR LA UNION?**

**YES (SI)**

☐

**NO**

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